

## Health, Safety, and Environment (HSE)

### Policy Statement

At Lagem Agro Value Chain, we are committed to conducting our agricultural operations in a manner that protects the health and safety of our employees, contractors, visitors, and communities while ensuring responsible stewardship of the environment. Our Health, Safety, and Environment (HSE) Policy is integral to our mission to produce high-quality agricultural products sustainably and ethically.

### Scope

This HSE Policy applies to all employees, contractors, and third parties engaged in activities on behalf of Lagem Agro Value Chain, regardless of location or role.

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### Objectives

#### 1. Health & Safety

- Protect the health, safety, and well-being of all employees and other stakeholders by identifying, assessing, and managing health and safety risks.
- Promote a proactive safety culture through regular training, open communication, and engagement at all levels of the organization.
- Ensure that all employees and contractors are equipped with the necessary knowledge, skills, and equipment to perform their tasks safely.

#### 2. Environmental Protection

- Minimize the environmental impact of our operations by adopting sustainable practices, including resource conservation, pollution prevention, and waste reduction.
- Comply with all applicable environmental laws, regulations, and best practices related to agricultural operations.
- Promote biodiversity and soil health through responsible use of chemicals, fertilizers, and pest control methods.

#### 3. Continuous Improvement

- Regularly review and improve our HSE practices through audits, feedback, and performance assessments.

- Set measurable HSE objectives and track progress to foster a culture of continuous improvement.
  - Encourage all employees and contractors to report any unsafe conditions, incidents, or environmental hazards promptly.
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## **Key Responsibilities:**

### **1. Management Responsibilities:**

- Demonstrate leadership in HSE by setting clear expectations and providing the necessary resources to maintain a safe and healthy work environment.
- Ensure that all operations comply with local, national, and international HSE regulations and standards.
- Monitor HSE performance, address any deviations, and promote ongoing improvements.

### **2. Employee Responsibilities:**

- Adhere to all HSE guidelines, procedures, and standards set by the company.
- Participate in training programs and apply safety practices in daily activities.
- Report all hazards, incidents, and near-misses immediately to ensure corrective actions can be taken.

### **3. Contractor and Supplier Responsibilities:**

- Comply with the company's HSE standards and requirements when performing work on company premises or behalf of the company.
  - Collaborate with [Agricultural Company Name] to identify and mitigate HSE risks related to their activities.
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## **HSE Standards and Procedures:**

### **1. Risk Assessment and Hazard Control:**

- Conduct regular risk assessments for all processes, tasks, and equipment used in agricultural activities.
- Implement and maintain adequate hazard controls, including personal protective equipment (PPE) and engineering controls, as necessary.

**2. Incident Reporting and Investigation:**

- Encourage reporting of all incidents, near-misses, and unsafe conditions.
- Conduct timely and thorough investigations to determine root causes and prevent recurrence.

**3. Emergency Preparedness:**

- Develop and maintain emergency response plans for potential scenarios, including fire, chemical spills, severe weather, and medical emergencies.
- Conduct regular drills and training to ensure preparedness among all employees.

**4. Environmental Conservation:**

- Monitor and manage water usage, energy consumption, and waste production.
- Implement environmentally friendly practices to promote soil health, reduce greenhouse gas emissions, and protect local ecosystems.

**5. Training and Awareness:**

- Provide ongoing HSE training and resources to all employees and contractors.
- Promote HSE awareness through regular communication, meetings, and updates.

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**Commitment to Compliance and Continuous Improvement:**

Lagem Agro Value Chain is dedicated to complying with all applicable HSE regulations and standards. Through continuous improvement and commitment to best practices, we strive to create a work environment where everyone prioritizes health, safety, and environmental stewardship.

**Approval:**

This HSE Policy is reviewed annually and approved by company leadership to ensure alignment with evolving standards, laws, and best practices in agriculture.

05/02/2024

Signed by: Busari David, FIMC, CMC

Position: CEO

Lagem Agro Value Chain Limited